

NORTHERN TERRITORY OF AUSTRALIA

*Public Sector Employment and Management Act 1993*

**REVOCATION OF DETERMINATION NUMBER 6 OF 2018**

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* and with reference to section 43 of the *Interpretation Act 1978*, revoke Determination Number 6 of 2018.

**DETERMINATION NUMBER 13 OF 2019**

RATES OF PAY - NTPS APPRENTICES, TRAINEES and SCHOOL BASED  
TRAINEES

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14(2) of *Public Sector Employment and Management Act 1993* and with reference to section 13(a) of that Act, determine that:

1. In relation to a person employed as a trainee:
  - (a) the minimum salary rates in Schedule 1 of this Determination will apply to the designation of Northern Territory Public Sector (NTPS) Traineeship and NTPS School-Based Traineeship;
  - (b) NTPS Traineeships are specified under Schedule 2 of this Determination and the NT Apprenticeships and Traineeships Database as published and amended from time to time by the Department of Trade, Business and Innovation;
  - (c) where a NTPS Traineeship or NTPS School Based Traineeship is converted from an Australian Qualification Framework (AQF) Certificate Level II to AQF Certificate Level III, or from an AQF Certificate Level III to an AQF Certificate Level IV, the employee shall move to the next highest rate provided in Schedule 1, if a higher rate is provided for that new AQF level; and
  - (d) the minimum salary rates in Schedule 1 do not apply to the apprenticeship system or to any training program which is developed by the relevant Industry Skills Council and endorsed by the National Quality Council to be an apprenticeship qualification.
2. In relation to a person employed as an apprentice:
  - (a) the minimum salary rates in Schedule 3 of this Determination will apply to the designation of NTPS Apprentice; and
  - (b) NTPS Apprenticeships are specified under the NT Apprenticeships and Traineeships Database as published and amended from time to time by the Department of Trade, Business and Innovation.

3. A person employed in the NTPS immediately prior to entering into a training contract as an adult apprentice or trainee with the employer must not suffer a reduction in their minimum salary by virtue of entering into the training contract, provided that the person has been an employee in the NTPS for at least six months as a full-time employee or 12 months as a part-time or casual employee immediately prior to commencing the apprenticeship or traineeship.
  - (a) Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum salary.
4. Schedule 4 sets out definitions that apply to this Determination.
5. This Determination does not apply to qualifications not identified in training packages or to qualifications in training packages which are not identified as appropriate for a traineeship or apprenticeship.
6. At the conclusion of the traineeship or apprenticeship, this Determination ceases to apply to the employee.
7. This Determination shall have effect on and from 1 July 2019.

Dated 13 September 2019



VICKI TELFER  
Commissioner for Public Employment

## SCHEDULE 1

### NOTES

The 96% and 92% annual salary rates in the tables below are applicable to trainees employed in administrative positions in NTPS schools. This compensates for the fact that these are trainees working in schools where eligible employees are only required to attend for work when the school is open to accept students.

\* Salary progression requirements apply to Salary Levels A, B and C (see Determination Number 4 of 2017 or its successor.)

### Minimum rates for a NON-ADULT (under 21 years) trainee undertaking AQF Certificate Level I - III Traineeship

Salary Level A*	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	17,361	16,667	15,972	19,119	18,354	17,589	22,776	21,865	20,954
Plus 1 year out of school	19,119	18,354	17,589	22,776	21,865	20,954	26,506	25,446	24,386
Plus 2 years	22,776	21,865	20,954	26,506	25,446	24,386	30,846	29,612	28,378
Plus 3 years	26,506	25,446	24,386	30,846	29,612	28,378	35,317	33,904	32,492
Plus 4 years	30,846	29,612	28,378	35,317	33,904	32,492			
Plus 5 years of more	35,317	33,904	32,492						

Salary Level B*	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	17,361	16,667	15,972	19,119	18,354	17,589	22,160	21,274	20,387
Plus 1 year out of school	19,119	18,354	17,589	22,160	21,274	20,387	25,489	24,469	23,450
Plus 2 years	22,160	21,274	20,387	25,489	24,469	23,450	29,897	28,701	27,505
Plus 3 years	25,489	24,469	23,450	29,897	28,701	27,505	34,101	32,737	31,373
Plus 4 years	29,897	28,701	27,505	34,101	32,737	31,373			
Plus 5 years of more	34,101	32,737	31,373						

Salary Level C*	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
School Leaver	17,361	16,667	15,972	19,119	18,354	17,589	22,160	21,274	20,387
Plus 1 year out of school	19,119	18,354	17,589	22,160	21,274	20,387	24,946	23,948	22,950
Plus 2 years	22,160	21,274	20,387	24,946	23,948	22,950	27,873	26,758	25,643
Plus 3 years	24,946	23,948	22,950	27,873	26,758	25,643	31,050	29,808	28,566
Plus 4 years	27,873	26,758	25,643	31,050	29,808	28,566			
Plus 5 years of more	31,050	29,808	28,566						

## SCHEDULE 1

### Minimum rates for a ADULT trainee undertaking AQF Certificate Level I - III Traineeship

	First year of Traineeship			Second year of Traineeship			Third Year of Traineeship		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A*	35,317	33,904	32,492	36,658	35,192	33,725	38,050	36,528	35,006
Salary Level B*	34,101	32,737	31,373	35,395	33,979	32,563	36,741	35,271	33,802
Salary Level C*	31,050	29,808	28,566	32,229	30,940	29,651	33,454	32,116	30,778

### Minimum rates for NON ADULT (under 21 years) trainee undertaking AQF Certificate Level IV Traineeship

	Highest year of schooling completed								
	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
<b>Salary Level A*</b>									
School Leaver	18,018	17,297	16,577	19,844	19,050	18,256	23,642	22,696	21,751
Plus 1 year out of school	19,844	19,050	18,256	23,642	22,696	21,751	27,513	26,412	25,312
Plus 2 years	23,642	22,696	21,751	27,513	26,412	25,312	32,020	30,739	29,458
Plus 3 years	27,513	26,412	25,312	32,020	30,739	29,458	36,658	35,192	33,725
Plus 4 years	32,020	30,739	29,458	36,658	35,192	33,725			
Plus 5 years of more	36,658	35,192	33,725						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	<b>Salary Level B*</b>								
School Leaver	18,018	17,297	16,577	19,844	19,050	18,256	23,000	22,080	21,160
Plus 1 year out of school	19,844	19,050	18,256	23,000	22,080	21,160	26,459	25,401	24,342
Plus 2 years	23,000	22,080	21,160	26,459	25,401	24,342	31,034	29,793	28,551
Plus 3 years	26,459	25,401	24,342	31,034	29,793	28,551	35,395	33,979	32,563
Plus 4 years	31,034	29,793	28,551	35,395	33,979	32,563			
Plus 5 years of more	35,395	33,979	32,563						

	Year 10			Year 11			Year 12		
	\$ per annum	96%	92%	\$ per annum	96%	92%	\$ per annum	96%	92%
	<b>Salary Level C*</b>								
School Leaver	18,018	17,297	16,577	19,844	19,050	18,256	23,000	22,080	21,160
Plus 1 year out of school	19,844	19,050	18,256	23,000	22,080	21,160	25,896	24,860	23,824
Plus 2 years	23,000	22,080	21,160	25,896	24,860	23,824	28,932	27,775	26,617
Plus 3 years	25,896	24,860	23,824	28,932	27,775	26,617	32,229	30,940	29,651
Plus 4 years	28,932	27,775	26,617	32,229	30,940	29,651			
Plus 5 years of more	32,229	30,940	29,651						

## SCHEDULE 1

### Minimum rates for ADULT trainee undertaking AQF Certificate Level IV Traineeship

An adult trainee who is undertaking an AQF Certificate Level IV Traineeship shall receive the following salary as applicable based on the allocation of AQF Certificate Level III qualifications Level (e.g. A, B or C)

	First year of Traineeship			Second and subsequent years of Traineeship		
	\$ per annum	96%	92%	\$ per annum	96%	92%
Salary Level A*	36,684	35,217	33,749	38,103	36,579	35,055
Salary Level B*	35,390	33,974	32,559	36,746	35,276	33,806
Salary Level C*	32,208	30,920	29,631	33,423	32,086	30,749

### NTPS School Based Traineeships Minimum Rates

	Year 11 or lower	Year 12
Per hour rate Level A, B and C	\$10.95	\$12.07
Per annum rate Level A, B and C	\$20,993	\$23,140

### Default Trainee Rate

The minimum annual salary for a trainee undertaking an AQF Certificate Level I – III traineeship whose training package and AQF certificate level are not allocated to a salary level by Schedule 2 of this Determination is the relevant minimum salary under this schedule for a trainee undertaking an AQF Certificate to Level I – III traineeship whose training package and AQF certificate level are allocated to Salary Level B.



## SCHEDULE 2

### SALARY LEVEL A

<b>NTPS Traineeship</b>	<b>AQF Certificate Level</b>
Business Services	I, II, III
Civil Construction	III
Community Services	II, III
Construction, Plumbing and Services Integrated Framework	I, II, III
Correctional Services	II, III
Electricity Supply Industry -Transmission, Distribution and Rail Sector	II
Electricity Supply Industry - Generation Sector	II
Electrotechnology	I, II
Financial Services	I, II, III
Food Processing Industry	III
Information and Communications Technology	I, II, III
Laboratory Operations	II, III
Local Government (other than Operational Works Cert I and II)	I, II, III
Museum, Library and Library/Information Services	II, III
Public Safety	III
Public Sector	II, III
Telecommunications	II, III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III
Transport and Distribution	III
Water Industry (Utilities)	III

### SALARY LEVEL B

<b>NTPS Traineeship</b>	<b>AQF Certificate Level</b>
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Automotive Industry Retail, Service and Repair	I, II, III
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Fitness Industry	III
Food Processing Industry	I, II
Furnishing	I, II, III
Health	II, III
Local Government (Operational Works)	I, II
Outdoor Recreation Industry	I, II, III
Printing and Graphic Arts	II, III
Property Services	I, II, III
Public Safety	I, II
Sport Industry	II, III
Transport and Logistics	I, II
Water Industry	I, II



## SCHEDULE 2

### SALARY LEVEL C

NTPS Traineeship	AQF Certificate Level
Agri-Food	I
Amenity Horticulture	I, II, III
Conservation and Land Management	I, II, III
Rural Production	I, II, III
Seafood Industry	I, II, III



### SCHEDULE 3

#### Apprentice Minimum Salary Rates

- Apprentices, other than adult apprentices or apprentices with dependants, will be paid the salary set out in the following table:

Length of service as an apprentice	Relevant attribute of the person at the time of entering into a training agreement as an apprentice	
	Not completed Year 12	Completed Year 12
	\$ per annum	\$ per annum
1 <sup>st</sup> year of service	22,498	24,748
2 <sup>nd</sup> year of service	26,998	29,247
3 <sup>rd</sup> year of service	33,747	33,747
4 <sup>th</sup> year of service	39,596	39,596

- Adult apprentices and apprentices with dependants minimum rates:

An adult apprentice, and an apprentice who maintains dependants, will be paid not less than the weekly minimum adult wage determined by the Commissioner, or the rate prescribed by paragraph 1 of Schedule 3 for the relevant year of the apprenticeship, whichever is the greater.





## SCHEDULE 4

### Definitions

For the purposes of this Determination the following definitions will apply:

**adult Apprentice or Trainee** means an employee who is 21 years or older.

**apprentice** means a person undertaking an apprenticeship training program which is developed by the relevant Industry Skills Council and endorsed by the National Quality Council to be an apprenticeship qualification. Typically apprenticeships take four years to complete and traditionally cover skilled trade areas such as engineering and metal fabrication, automotive and mechanical, construction and building and electrical specialisations.

**dependant or dependants** in relation to an employee means:

- the spouse (including de facto partner) of the employee; or
- a child or parent of the employee, or of the spouse (including de facto partner) of the employee, being a child or parent who ordinarily resides with the employee and who is wholly or substantially dependant upon the employee; and
- who are not in receipt of income from any other source exceeding the weekly minimum adult wage as determined by the Commissioner.

**traineeship** means a system of training which has been approved by the relevant State or Territory training authority, which meets the requirements of a training package developed by the relevant Industry Skills Council and endorsed by the National Quality Council, and which leads to an AQF certificate level qualification.

**training contract** means an agreement for a traineeship or apprenticeship between an employer and an employee which is registered with the relevant State or Territory training authority.

**training package** means the competency standards and associated assessment guidelines for an AQF certificate level qualification which have been endorsed for an industry or enterprise by the National Quality Council and placed on the National Training and Information Service with the approval of the Commonwealth, State and Territory Ministers responsible for vocational education and training, and includes any relevant replacement training packages.

**year 10** includes any year before Year 10.



